FY05 APPLY

FY05

Command and Senior Officer (O5/O6) Non-Command Billet Screening & Assignment Board

Summary

What's Covered in this brief?

What was new for FY05?

Who is APPLY for, and how does it work?

APPLY Recommendations – How do I get a billet?

FY05 APPLY Board
New for FY05

- First time Air Systems Program (RPC 25) and NEPLO were added as separate panels.
- Second year CDRs were used as panel members on the CDR panel.
- Public Affairs billets were not considered by APPLY for FY05. Navy PAO Detailing slated all Reserve Public Affairs officers to billets for FY05.

FY05 APPLY Board

- Some records not reviewed or graded
  - Multiple FOS (not eligible)
  - Deleted per members request
  - Selected no billets & no travel
  - Selected by CNAFR/Echelon IV boards

FY05 APPLY Board Precept Highlights

- Recommend the “best-qualified” officer, giving due consideration to:
  - Needs of the Navy
  - Preference & qualifications of the officer
  - Billet requirements
  - Supported command (OSO) provided information
  - Mission of the unit
- Priority given to those with success in challenging leadership positions with consideration for command tenure in grade.

FY05 APPLY Board
Precept Highlights (Cont'd)

- VTU personnel specifically mentioned
- Similar confidence factor ratings "grouped" for same billet (ranges of confidence factors separated by only a few points.)
  - Lower confidence factor may be considered based on the skills/qualifications of the officer.

FY05 APPLY Board
Precept Highlights (Cont'd)

Individual Community briefs are conducted prior to each panel convening outlining special qualification requirements, community development/structure.

Examples: Surface, Air, Submarine, MMR, ASP, SPAWAR, Space and NETWARCOM, Fleet Support, etc.

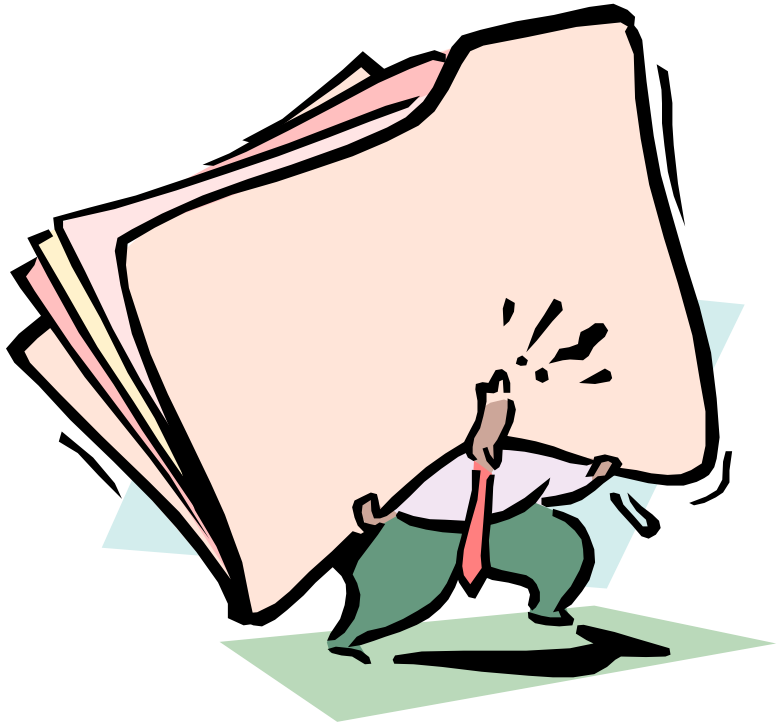
FY-05 APPLY Board
Who is APPLY for?

- **All O5s and O6s desiring a billet assignment (some exceptions)**
- **All desiring a CO position.**
- **All O5/O6 & Commanding Officers with a PRD ending the year the board is held. For FY05 board this was a PRD of 20040930 or earlier.**
- **All O5/O6 Billet Interim fills for the current FY.**
- **All Officers whose current billet is “going away.”**
- **All IAP O5/O6s.**

FY05 APPLY Board Process

- **Two very distinct phases**
  - **SCREENING: performance review, based on official record. A "confidence factor" (0 – 100) is assigned to each applicant.**
    - **Board sees the official record (OSR/PSR) only**
    - **the briefer summarizes everything else in the record & letters to the board.**
    - **Board votes a "confidence factor" for use in assignment phase**
  - **ASSIGNMENT: based on confidence factor, member's prioritized billet requests ("Dream sheet"), billet requirements, and gaining command input.**
    - **Board sees applicant entered APPLY data only (no letter, no OSR, no EMPRS data)**
    - **Board makes best slate based on these criteria**

FY-05 Board Stats
The Big Picture



FY-05 Board Stats
All Applicants

	FY 04	FY05
Total Applicants	6025	6556
Applicants removed from consideration **(Multi FOS, no billet selections, personal request, age 60, and mandatory retirement)**	1109	1184
Considered by the board	4916	5372
Billets Slated	1680	1904

FY-05 Board Stats

URL CAPT Panel

	FY04	FY05
Total CAPT Applicants*	689	594
Selected for billets	199	239
Selected to Command	108	99
Selected to Non-Command	91	140

* Note: In FY04 CAPT-S4s were considered for CAPT billets, in FY05 CAPT-S5s were considered only for CDR billets. Therefore there were fewer CAPT applicants considered in FY05.

FY-05 Board Stats

URL CDR Panel

	FY04	FY05
Total CDR Applicants*	1633	1890
Selected for billets	518	541
Selected to Command	110	101
Selected to Non-Command	408	440

* Note: FY05 CDR applicant pool included FY05 CAPT selects per COMNAVRESFORCOMNOTIVE 5400.

FY-05 Board Stats

URL LCDR and below CO Panel

	FY04	FY05
Total Line JO Applicants	612	731
Selected for billets	139	196
Selected to Command	139	185
Selected to OIC	Note*	11

* Note: FY04 statistics did not separate CO from OIC selects

FY-05 Board Stats

CRYPTO Panel

	FY04	FY05
Total Crypto Apps (CAPT/CDR)	36*	43 (11/32)
Selected to billets (CAPT/CDR)	19*	32 (8/24)
CO selects (CAPT/CDR)	11*	13 (0/13)
NonCO selects (CAPT/CDR)	12*	24 (13/11)

* Note: FY04 statistics did not separate by grade (same for subsequent statistics slides).

FY-05 Board Stats

INTEL Panel

	FY04	FY05
Total Intel Applicants (CAPT/CDR)	438	400 (91/309)
Selected to billets (CAPT/CDR)	215	227 (58/169)
CO selects (CAPT/CDR)	42	49 (30/19)
XO/NonCO selects (CAPT/CDR)	173	178 (28/150)

FY-05 Board Stats

METOC Panel

	FY04	FY05
Metoc Applicants (CAPT/CDR/LCDR)	24	21 (1/11/9)
Selected to billets (CAPT/CDR/LCDR)	16	10 (1/4/5)
CO selects (CAPT/CDR/LCDR)	5	6 (1/0/5)
NonCO selects (CAPT/CDR/LCDR)	11	4 (0/4/0)

FY-05 Board Stats

Medical Panel

	FY04	FY05
Total Medical Applicants	658	753
Medical Selected to billets	282	313
Selected to Command (CO/XO*)	28	49 (40/9)
Selected to NonCO	254	264

* Note: FY05 was first year for Medical XO billets.

FY-05 Board Stats

JAG Panel

	FY04	FY05
Total JAG Applicants (CAPT/CDR LCDR)	140	128 (69/44/15)
JAG selected to billets (CAPT/CDR/LCDR)	82	64 (44/20/0)
JAG selected to CO (CAPT/CDR)	10	33 (33/0)
JAG selected to XO/NonCO (CAPT/ CDR)	72	31 (11/20)

FY-05 Board Stats

Supply Panel

	FY04	FY05
Total Supply Apps (CAPT/CDR/LCDR)	398	432 (85/245/102)
Supply Selects (CAPT/CDR/LCDR)	103	134 (25/89/20)
CO/OIC selects (CAPT/CDR/LCDR)	44	43 (9/14/20)
NonCO selects (CAPT/CDR/LCDR)	59	91 (16/75/0)

FY-05 Board Stats

Chaplain Panel

	FY04	FY05
Total Chaplain Apps (CAPT/CDR/LCDR)	73	70 (20/41/9)
Chaplain Selects (CAPT/CDR/LCDR)	27	27 (5/15/7)
CO/OIC selects (CAPT/CDR/LCDR)	8	8 (0/1/7)
NonCO selects (CAPT/CDR/LCDR)	19	19 (5/14/0)

FY-05 Board Stats

CEC Panel

	FY04	FY05
Total CEC Apps (CAPT/CDR)	179	152 (38/114)
CEC Selects (CAPT/CDR)	55	48 (14/34)
CO/OIC selects (CAPT/CDR)	23	16 (11/5)
NonCO selects (CAPT/CDR)	32	32 (3/29)

FY-05 Board Stats

VTU Applicants

	FY04	FY05
VTU Applicants	738	877
VTU Applicants selected	102	146
VTU Applicants selected to CO/OIC	21	28
VTU Applicants selected to XO/NonCO	81	118

FY-05 Board Stats

Mobilized Applicants

	FY04	FY05
Mobilized Applicants	1151	1528/370*
Mobilized Applicants selected to billets	443	534/128*
Mobilized Applicants selected to CO/OIC	131	171/44*
Mobilized Applicants selected to XO/NonCO	312	363/84*

Note: First FY05 number indicates number who have been mobilized since 9/11/01. Asterisk indicates numbers in a mobilization status on 01OCT03 or since.

FY-05 Board Stats

Overall Billet Opportunities

URL Slate rates

O-6	O-5	O-4
1 in 2.5	1 in 3.5	1 in 4

RL/Staff Slate Rate (not Medical)

Nearly 1 in 2 got billets on average

Medical Slate Rate

1 in 2.5 across all Med designators

FY-05 Board Stats

Command Billet Opportunities

URL Command Slate rates

O-6	O-5	O-4
1 in 6	1 in 19	1 in 4

RL/Staff Command Slate Rate (not Medical)

Nearly 1 in 7 got billets on average

Medical Command/XO Slate Rate

1 in 15 across all Med designators

FY2003 Apply Board Stats

Rank	Apps	# Billets	CO Billets
06	688	180	60
05	1633	501	114
04	610	171	137

FY-03 to FY-05 Board Stats

The Tale of the Tape

Overall participation and billet selection rates have increased steadily since the Board's inception.

The Board is the best way to consistently select the best qualified officers to fill important leadership roles in our Navy and Naval Reserve.